



Office of Personnel Management

Strategic Area 3: POSTSECONDARY EDUCATION AND WORKFORCE DEVELOPMENT/TRAINING

Objective 3.1.b: Internships and Fellowships – In this section, the Agency should identify internship and fellowship opportunities available to students, including Hispanic students. The Agency may also include if it has any partnerships with other national or regional educational or Latino organizations, such as the Congressional Hispanic Caucus Institute or Hispanic Association of Colleges and Universities to offer these opportunities in an effort to increase postsecondary education and workforce training completion.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. Student Pathways Program: The Pathways Program offers three clear paths that bring students and recent graduates into Federal Service. This includes the Internship Program, Recent Graduates Program, and the Presidential Management Fellows program. These three programs provide meaningful training and career development opportunities for individuals who are at the beginning of their Federal service. The Student Pathways Program is clearly communicated to Hispanic Serving Institutions (HSIs) and Hispanic communities.	Ongoing	Government-Wide	Students at HSIs and other educational institutions. Approximate number of Hispanics served is not available.	N/A	Carmen Andujar Manager, Recruitment Policy & Outreach Office of Human Resources U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-1164 Andrea Bright Deputy Director Office of Human Resources U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-3590	Sixty-five Federal agencies signed Memorandums of Understanding with OPM in order to participate in the program. PMF Classes of 2015 and 2016 exceeded national average of Hispanics/Latinos in grad school (7.1% according to US Dept of Ed National Center for Education Statistics, 2012) in the applicant (9.5%/8.6%), semi-finalists (8.2%/7.8%) and finalists stages. https://www.pmf.gov/ In the 2016 PMF STEM pilot, 4.1% of semifinalists self-identified as Hispanic/Latino. https://www.pmf.gov/the-opportunity/pmf-stem.aspx Government-wide, new-hires under Student Pathways Programs total 14,915 ¹ as follows:

¹ Totals for FY 2014 are up to May 2014 and subject to change.



						<p>Interns NTE² : 6,777 Interns: 3,648 PMF's: 351 Recent Graduates: 4,139</p> <p>OPM's total Student Pathways Programs new hires for FY 2015 is 55 (19 Interns, 4 PMFs, 32 Recent Graduates); none of which are Hispanic.</p> <p>In FY15, OPM again participated in the Hispanic Association of Colleges and Universities (HACU) internship program, providing paid work experience for 7 Hispanic interns, also an increase to our FY 14 participation. During FY15, OPM HR Recruitment, invited and was accompanied by the Employee Resources Group, Adelante to two job/career fairs. Adelante members, who attended, assisted with presenting OPM as an agency that is interested in hiring Hispanic candidates and outreach to Hispanic communities. OPM will continue to outreach to HSIs and Hispanic communities.</p>
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² Interns NTE indicates students that are in internships for a specified amount of time.



Objective 3.1.c: Workforce Diversity – In this section, the Agency should include any activities, investments, outreach and/or recruiting programs intended to diversify the Agency’s workforce, including activities, investments, outreach and/or recruiting programs designed to create awareness of professional opportunities and increase the recruitment and hiring of Hispanics.

Strategic Activity	Timeframe	Total Population Served	Hispanic students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
<p>1. Outreach: OPM conducts outreach to the Hispanic community at large, including participating in career fairs, minority serving conferences, outreach events, and college recruitment activities nationwide and locally. Examples of the HSIs include: California State University, University of Texas, New Mexico State and other universities with a high enrollment of Hispanics.</p> <p>OPM participates in annual conferences sponsored by Hispanic organizations, including HACU, National Image, Inc., National Council of La Raza, Latin Students Business Association, Hispanic Serving Health Professional Schools, and the League of Latin American Citizens (LULAC). At these events, OPM offers in-person and virtual seminars and workshops to the general public and students on how to navigate USAJOBS.</p>	Ongoing	Unknown	Unknown	Outreach efforts are conducted by existing FTE’s within OPM. No additional funds are spent to coordinate this strategic activity.	<p>Patricia Frausto HR Specialist Office of Human Resources U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-2433</p>	<p>OPM conducted outreach activities to 115 colleges and universities with diverse enrollment, including Hispanic students. This is a significant increase compared to FY 14, in which outreach was conducted to 38 colleges and universities.</p> <p>The PMF Program conducted virtual outreach to HSI’s and other diverse schools to increase diversity in the applicant pool for the PMF Class of 2015.</p> <p>OPM will start collecting survey results on workshops held in FY 15.</p>



<p>2. Hispanic Council on Federal Employment (HCFE): The Council is an advisory committee composed of representatives from external Hispanic organizations and senior government officials. The Council is co-chaired by the Director of OPM and the Chair of the National Hispanic Leadership Agenda.</p>	Ongoing Effort		N/A	N/A	<p>Sharon Wong Acting Director Office of Diversity and Inclusion U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-0020</p>	<p>In FY 15, the Council met bi-monthly and advised the OPM Director on matters involving the recruitment, hiring, and advancement of Hispanics in the Federal workforce.</p> <p>This is an ongoing effort that will continue during FY2016.</p>
<p>3. Resource Groups: OPM leverages resource groups to serve as a strategic partner and as a resource to identify issues and recommend solutions in regards to hiring, recruitment, advancement, and retention.</p>	Ongoing	OPM	N/A	N/A	<p>Sharon Wong Acting Director Office of Diversity and Inclusion U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-0020</p>	<p>OPM's Hispanic Employee Resource Group (named Adelante) has been critical to our mission goals. During FY15, Adelante:</p> <ul style="list-style-type: none"> • Participated in a career fair at the University of Maryland. • Participated in a HACU Intern Workshop and assisted students on resume-writing and interviewing skills. • Organized a Senior Leaders Panel where senior leaders shared their personal career journeys, offered advice to our aspiring leaders, and discussed the importance of diversity and inclusion and improving the representation of Hispanic Americans in the Federal government. • Held informal, group discussions on the Hispanic/Latino culture to increase awareness and foster networking. • Held monthly learning sessions for members (FEVs, Work-Life Programs, and leadership development).



<p>4. Strategic Recruitment: When required by the duties of the position, advertise positions with bilingual (Spanish and English) language requirements.</p>	Ongoing		N/A	N/A	<p>Andrea Bright Deputy Director Office of Human Resources U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-3590</p>	<p>During FY15, OPM had 1 advertised position that had required by duties, a bilingual (Spanish/English) language requirement.</p>
<p>5. Senior Executive Service(SES) Development Program: OPM will participate with the National Hispanic Leadership Agenda (NHLA) on a Hispanic Leadership Development Program to improve workforce diversity throughout the federal government's Senior Executive Service (SES). This 12-month program will provide leadership developmental opportunities and address the core competencies identified by OPM to prepare future Hispanic senior executive leadership within the Federal Government.</p>	Ongoing	Government-Wide	All Federal Government employees who aspire to join the SES.	N/A	<p>Sharon Wong Acting Director Office of Diversity and Inclusion U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-0020</p>	<p>In FY 2015, OPM began developing the framework for the NHLA SES Development Program. In February 2016, the framework was completed. NHLA is currently reviewing the plan to determine the feasibility of launching the program this year.</p> <p>Performance outcomes will be reported in FY 17.</p> <p>https://www.opm.gov/policy-data-oversight/senior-executive-service/candidate-development-programs/</p>